



GWA RESOLUTION NO. 09-FY2023

RELATIVE TO THE CREATION OF THE ENGINEER INTERN (UNCLASSIFIED)
AND
AMENDMENTS TO THE ENGINEERING SERIES AND APPROVAL OF POSITION
CLASSIFICATION SPECIFICATIONS

WHEREAS, under 12 G.C.A. § 14105, the Consolidated Commission on Utilities (“CCU”) has plenary authority over financial, contractual, personnel, and policy matters relative to the Guam Waterworks Authority (“GWA”); and

WHEREAS, the GWA is a Guam Public Corporation established and existing under the laws of Guam; and

WHEREAS, the Engineering Series of positions was originally approved by the CCU on May 22, 2007, Resolution No.: 16-FY2007 creating the Chief Engineer, Assistant Engineer, Senior Engineering Supervisor, Senior Engineer, Associate Engineer, and Junior Engineer positions.

WHEREAS, amendments to the Engineering series of positions were approved by the CCU on July 27, 2010, Resolution No.: 23-FY2010 for the Chief Engineer, P.E., Assistant Chief Engineer, P.E., Senior Engineer, P.E., Associate Engineer, and Junior Engineer positions; and

WHEREAS, the GWA continues to modernize operations to ensure the efficient performance of duties and responsibilities within the Engineering Division to assist GWA in meeting its mandates under both local and federal guidelines; and

WHEREAS, the GWA General Manager requests the CCU to approve the job specification standard for the Engineer Intern in the Unclassified status; and

1 **WHEREAS**, the GWA General Manager requests the CCU to approve the amended job
2 specification standards for the Junior Engineer, Associate Engineer, Senior Engineer, Assistant
3 Chief Engineer, P.E., Assistant General Manager, P.E. – Engineering (AGME); and
4

5 **WHEREAS**, the GWA General Manager requests the CCU to approve the re-title of the
6 Senior Engineer, P.E. to Project Engineer and approve amending the job standard; and
7

8 **WHEREAS**, the GWA General Manager requests the CCU to approve the re-title of the
9 Senior Engineer Supervisor to Engineer Supervisor, P.E. and to approve amending the job
10 standards; and
11

12 **WHEREAS**, Public Law 34-131, Section 2, §6303 (d) and (2C) authorizes the creation
13 of positions in Autonomous Agencies and Public Corporations; and
14

15 **WHEREAS**, GWA Personnel Rules and Regulations as amended by Public Law 28-159
16 Section 3 (C) authorizes the CCU to amend, modify or add a position to the list of certified,
17 technical, and professional positions; and
18

19 **NOW BE IT THEREFORE RESOLVED**, the Consolidated Commission on Utilities,
20 as the Governing Body of the Guam Waterworks Authority, does hereby approve and authorize
21 the following:

22 1. To approve the creation of the following position in the unclassified service
23 and add the position to the Certified, Technical, and Professional (CTP) list of
24 positions:

25 ➤ Engineer Intern

26 2. To approve the amendments of the following positions in the classified
27 service and add these positions to the Certified, Technical, and Professional
28 (CTP) list of positions:

29 ➤ Junior Engineer

30 ➤ Associate Engineer

31 ➤ Senior Engineer

- Project Engineer
- Assistant Chief Engineer, P.E.

3. To approve the amendment of the following position in the unclassified service and add the position to the Certified, Technical, and Professional (CTP) list of positions:

- Assistant General Manager, P.E. – Engineering (AGME)

4. To adopt proposed minimum and maximum ranges of compensation, in accordance with the Strategic Pay Methodology as follows:

Benchmark Position	20 th Market Percentile (2017 Market Data – 5 Sub-Steps)										
	JE Points	Structural Adjustment- MIN					Structural Adjustment- MIN				
		Base Salary	Hourly	Grade	Step	Sub-Step	Base Salary	Hourly	Grade	Step	Sub-Step
Engineer Intern	578	\$46,933.00	\$22.56	J	4	B	\$48,839.00	\$23.48	J	5	B
Junior Engineer	687	\$51,843.43	\$24.92	J	6	D	\$53,948.48	\$25.94	J	7	D
Associate Engineer	809	\$63,991.43	\$30.77	K	7	B	\$66,589.74	\$32.01	K	8	B
Senior Engineer	931	\$78,516.05	\$37.75	M	4	C	\$81,704.12	\$39.28	M	5	C
Project Engineer	1024	\$93,002.91	\$44.71	O	3	D	\$96,779.20	\$46.53	O	4	D
Engineer Supervisor, P.E.	1173	\$110,051.83	\$52.91	P	4	B	\$114,520.38	\$55.06	P	5	B
Assistant Chief Engineer, P.E.	1217	\$119,633.05	\$57.52	Q	3	C	\$124,490.63	\$59.85	Q	4	C
Assistant General Manager, P.E. - Engineering (AGME)	1514	\$144,771.90	\$69.60	R	5	A	150,650.22	\$72.43	R	6	A

5. The CCU authorizes GWA, General Manager to remove the duplicate and/or obsolete Engineering positions from its CTP list of positions, as deemed necessary.

6. Upon approval of creation and amendments, GWA shall conduct timely reclassification audits on current employees. Determination of audit findings shall not adversely affect and/or impact the employee’s compensation.

RESOLVED, that the Chairman certified, and the Board Secretary attests to the adoption of this Resolution.

1 **DULY AND REGULARLY ADOPTED** this 24th day of January 2023.

2 Certified by:

Attested by:

3 

4 

5 **JOSEPH T. DUENAS**

PEDRO ROY MARTINEZ

6 Chairperson

Secretary

7
8 **SECRETARY'S CERTIFICATE**

9
10 I, Pedro Roy Martinez, Board Secretary of the Consolidated Commission on Utilities as
11 evidenced by my signature above do hereby certify as follows:

12
13 The foregoing is a full, true and accurate copy of the resolution duly adopted at a regular
14 meeting by the members of the Guam Consolidated Commission on Utilities, duly and legally
15 held at a place properly noticed and advertised at which meeting a quorum was present and the
16 members who were present voted as follows:

17
18 AYES:

4

19 NAYS:

0

20 ABSENT:

1

21 ABSTAIN:

0



22 ///

23
24 ///

25
26 ///

27
28 ///

29
30 ///